



STAFF COUNCIL MINUTES

Friday, April 1, 2022
8:30am – 11:00am
Virtual, Google Hangouts

Attendance:

VOTING MEMBERS

Roxanne Brumitt
Manny Carrillo
Seana L Chaves
Shari Dill
David A Donderewicz
Raphael Gill
Kathleen Hernandez
Denise Kingman
Michael Lopez
Erica A Martin
Charlene McConnell
Denise Quijada
Wendy Scheder-Black
Celia Tapetillo
Francine Tupiken Ruelas
Fatima Wilson

Kathleen Budway
Adelita Cortez
Erika Elias
James Johnson
Sabrina Lovato
Dorothy Netherlin
Lucy Simpson
Jon Wesley

PROXIES

Seana L Chaves for Christopher Rodriguez
Fatima Wilson for Guadalupe Serrano-Villela
Roxanne Brumitt for Milo Mazanec
Jon Wesley for Gloria Coronado

NON-VOTING MEMBERS

Rachel Araiza
Gayle Bell
Ouatfa Chuffe-Moscoco

Evan Goldberg
Keri Hill
Joseph Murrieta
Morgan Phillips
Vanessa Romero
Jeff Silvyn
Carleen Thompson
Janette Valencia
Aida Vasquez

David Bea

Dolores Duran-Cerda
Glen Frieden
Ricky Gonzalez

David Parker

Jack Satterfield

Michael Tulino

Not in Attendance:

Stephen Ebel

Joseph M Forish

- **General Matters..... 8:30am**
 - Welcome & Introductions
 - Guests please say Hello in the Chat

- Roll Call - Charlie McConnell, Roll Keeper - Charlie McConnell took roll
- Minutes Status Update - Erica Martin, Staff Council Secretary
- **Business Reports 8:45am**
 - Chancellor's Office: – No Report
 - President of Campuses: – No Report
 - Provost's Office: – Morgan Phillips, Vice Chancellor for Academic Excellence & Acting DC Campus Vice President
 - Provost's Report - Dolores Duran-Cerda - Highlights from report: Fall schedule is now live. Discussed Signing Day (in person, virtual option, WC) 4/14 - Lunch provided, Cafe Con Leche/Virtual Office hours with Provost, Author Journalist Robert Feiseler will discuss his book about the arson of an LGBTQ+ club and the rise of Gay Liberation.
 - 4/7, Hilda Ladner and Ricardo Castro-Salazar, "Latin/a/x/o, Hispanic, Chicano/a/x? "What We call Ourselves: A Conversation about Individual and Collective Identity." 4/22, and 4/8, STEM Family Night.
 - [Provost's Monthly Update-April 2022.docx](#)
 - Question: "Any comments on the College Town Hall meeting yesterday?" Provost gave a brief summary and referred to Dr. Morgan Phillips and Dr. David Bea.
 - Class and Comp and the HLC visit was part of the summary.
 - IT: Updates: – Evan Goldberg, Deputy Chief Information Officer
 - Update -Banner is currently down. Sign-up for status updates: Status.pima.edu to receive status alerts.
 - Network Upgrade Project, replace main infrastructure and modernize it. Discussed what implementation might look like at campuses.
 - Discussed Multi-Factor Authentication Implementation (MFA) - discussed purpose and reasons for the change (shared slides), a testing portal will take place in the Fall to prepare for November. Question: "Which systems specifically?"
 - Referred to Jack Satterfield - Students will not need this yet but just about any system that employees would need to get into. David Parker commented as well on security and IT.
 - Questions: "How will these changes be communicated?"
 - Team communicated to Campus VPs. More communications forthcoming for MFA and will bring specifics to the next meeting.
 - "Did you mention insurance required for MFA?"
 - Yes, cyber security insurance.
 - [Staff Council IT Report - April 2022.pdf](#)
 - Human Resources: – Carleen Thompson, AVC Human Resources
 - Update
 - Class & Comp Presentation - Aida Vasquez - 15mins
 - [Compensation Study Update April slide deck.pptx](#)
 - Gave updates to Class and Compensation and next phase - slide presentation.
 - Question: "How does being a premier institution relate to Class Comp factors/salaries?"
 - Targeting the median for salary range. The median will align/reflect the market median. Doesn't mean an

individual's salary would be placed there. Could depend on the length of time employed.

- Question: "When will the salary structure be finalized?"
 - Aida Vasquez - current Presentation is on development of salary structures. Maybe a couple of months with final tables and another date for implementation.
- Question: "What was the reason for using CUPA for faculty and different metrics for staff?"
 - Aida Vasquez- discussed reasoning.
- Question: "Would class and comp. impact job loss?"
 - It would not, other metrics would if necessary.
- Question: "Could you explain why recruitment for a position would be canceled?"
 - Carleen Thompson: discussed various reasons and how to inquire.

[HR Updates for Staff Council 4-1-2022.pdf](#)

- Facilities: – Environmental Health & Safety: – Ouatfa Chuffe-Moscoso
 - Safety Report - presented Covid 19 Updates - covid number updates, low covid risk at this point,
 - Question: "What are the numbers of employees vaccinated?"
 - David Parker - 90% of employees fully vaccinated. Provide updates on 2nd Booster.
 - Question: "Is there a point in which a department would work remotely if there were a Covid Risk" "Are there guidelines to make a decision to close a department for a short time to work remotely."
 - Dolores Duran Cerda - Dr. Morgan Phillips - Ouatfa Chuffe-Moscoso and David Parker all provided perspectives on the question. David Donderewicz thanked frontline staff and provided perspectives.
 - Question: "Are there decision metrics written for us to refer to?"
 - David Parker - closing areas/depts are not trends in promoting Covid safety.
 - David Parker discussed Covid trends and how the Pandemic Advisory Committee follows them.
 - Question about obtaining a mask
 - Ouatfa Chuffe-Moscoso -discussed types of masks available.
 - [2019 Coronavirus Disease \(COVID\)-19 Update - March 31, 2022.pdf](#)
- Finance, Admin, & Staff Council Liaison: – David Bea, Executive Vice Chancellor-Finance & Administration
 - Annual Audit Cycle
 - College Budget - Continues to be developed with a plan to talk to the Board in May.
 - Class/Comp Study - Compensation will be folded into budget.
 - [04.01.2022 Finance and Administration Update to Staff Council.pdf](#)

